

BUILDING COMMUNITY
Together



icanTM
2023
ANNUAL REPORT

A MESSAGE FROM *our CEO*



On the right are ICAN's team of Executives and Directors – a growing leadership team who live day-to-day for the betterment of families.

They lead and inspire mission-driven teams and projects. They embrace responsibilities that allow ICAN to operate with professionalism, empathy and innovation – a combination which produces amazing results we can never quite put into words. It's a feeling you get and an approach you adopt and thrive in as soon as you start working with us. That recipe

makes us one of the best places to work in Central New York year after year, but also one that delivers consistent and impactful support and solutions to over 2,100 individuals and families daily.

Our people and their expertise are the foundation of what is elevating ICAN to become so much more than just a service provider... but a driver of true economic and community impact.

We are goal setters and go getters.
Caregivers and changemakers.
Collaborators and innovators.

While 2023 produced many wins for us in the realms of geographic expansion, events, fundraising, grants and programmatic success and growth, the true impact of our work can many times be measured in the small, important ways that make ALL the difference to children and families. For over 25 years, ICAN has embraced the Wraparound Philosophy, placed focus on social determinants of health that affect every aspect of the lives of those we serve and consistently produce solutions that hit the mark.

The right people – with empowering support to help those who need it most and a culture that allows them to do their BEST work – *is a powerful combination*. That, my friends, is ICAN.

Steven Bulger
CEO/Executive Director

OUR BOARD OF DIRECTORS

Dr. Lynn Kattato, President
Sarah Lam, Vice President
Rob Swenszkowski, Secretary/Treasurer
BJ Adigun, JP Kidwell, Tatjana Kulalic



KRISTEN RASMUSSEN
Chief Clinical Officer



CHRIS LAMBE
Chief Financial Officer



ALLISON JACKSON
Chief Program Officer



JEREMY BUTLER
Chief Innovation Officer



LINDA LOPEZ
Chief Operating Officer



MATTHEW BUONO
Chief Strategy Officer



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Director of Early Childhood Programs



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Director of Engagement



ED CAROLLA
Director of Care Management



DOMINICK COMISSO
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Director of Crisis Services



GINA DIER, SHRM-CP
Director of Human Resources



KAYLA LEISNER
Director of Business and Finance



REBECCA PALADINO, LMSW
Director of Clinical Services



EMMIE PETRONIO
Director of Quality Improvement



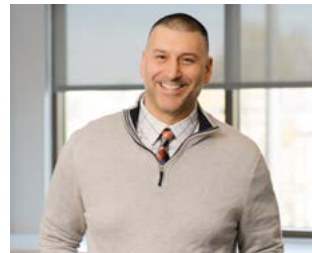
DR. JAYARAJU P. RAJU
Medical Director



LISA REGINELLI
Director of Transitional Services



ANASA SINEGAL
Director of Diversity and Inclusion



GEOFFREY STEWART
Director of Operations



ALYSSA TREVISANI
Director of Managed Care Services



JESENIA WRIGHT, LMSW
Director of School Based Mental Health



STEVE YAWORSKI
Director of Preventive Services



MACAUL ZUK
Director of Strategic Initiatives



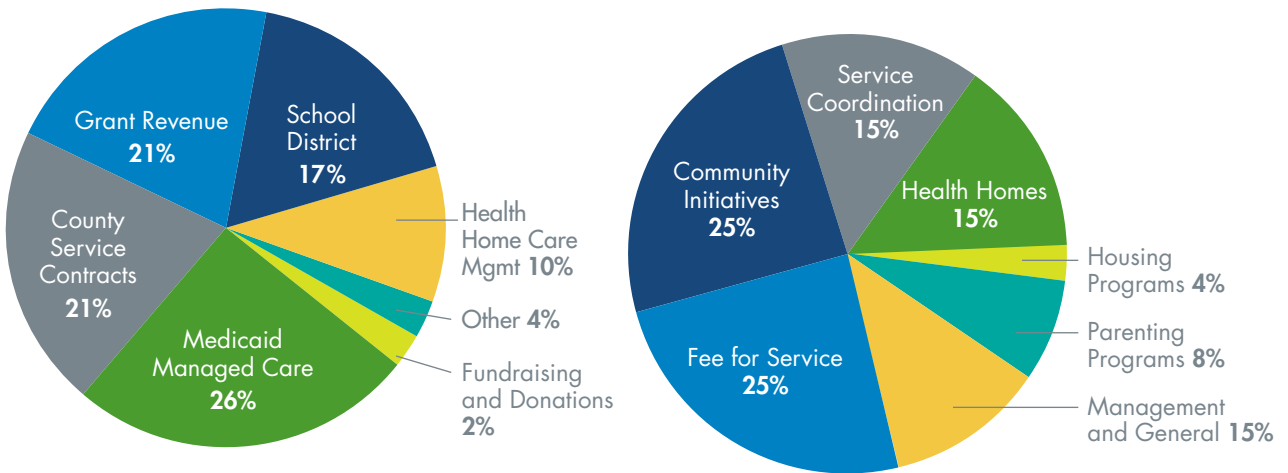
NATALIE ZUMPANO
Director of Community Initiatives

A YEAR OF CONTINUED DIVERSIFICATION AND *Growth*

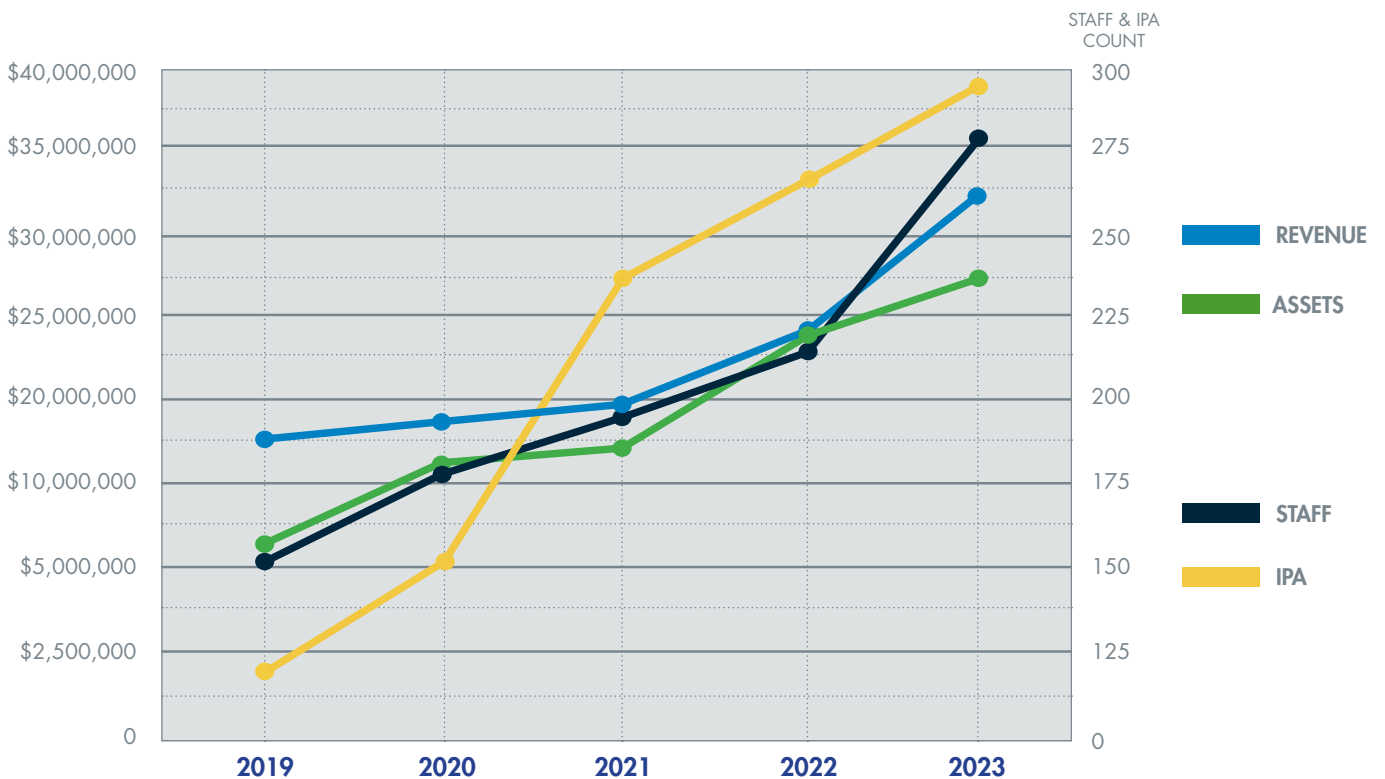
2023 REVENUE **\$32,214,000**

2023 ASSETS **\$27,360,000**

REVENUE AND EXPENSES



FIVE YEAR GROWTH IN REVENUE, ASSETS, STAFF AND IPA



GROWTH IN OUR ICAN *Family*



Since 2019, our operational departments have grown over 200%, going from ten staff to a total of 35 staff across departments. This includes Human Resources, Information Technology/ Data & Strategy, Quality Improvement, Development, Finance, Marketing and Facilities/ Maintenance. These departments are internal professional services which power ICAN, the ICAN IPA, Utica Children’s Museum and Elevate CNY’s operations and will continue supporting agency growth and additional managed services relationships in the future.

In photo, left to right: our Human Resources team – Heather Wittmann, Jordan Stoquert, Gina Dier, Christine McCutcheon and Mohamed Haji



DEEPENING SUPPORT FOR UTICA'S *Students*

In September 2023, ICAN's Utica City School District System of Care kicked off in 13 schools across the city. An innovative model, it is designed to strengthen students' skills and learning to best support their educational journey and also support parents and guardians navigate community, school and home.

As an extension of the work that is being done in schools, we work in close partnership with the district, teachers, guidance counselors and school social workers to identify those students in need.

We build relationships and support students involved in high-risk behavior or are risk of engaging in such behaviors. "High-risk" has an ever-evolving definition. Students may lack strong outside supports, have truancy issues, and/or have behavioral or mental health challenges. We keep them from slipping through the cracks and remove barriers which are prohibiting them from being their best selves and reaching their full potential at school and at home.

Having ICAN right in the schools increases access and quickly can deliver services to help students, parents and school staff in any way needed to assure the success of students – one-on-one meetings, attendance in classrooms, facilitation session with/ between families and service providers, medication reviews, research-based assessments and much more. Our team also creates "beyond-school" recreational, educational and specialized programs rooted in self-care and empowerment.

UCSD
UTICA CITY SCHOOL DISTRICT
System of Care
ICAN

ICAN Staff in Schools:

- Student Engagement Specialist
- Peer Specialist
- Facilitation Specialist
- Behavior Support Specialist
- Clinical Care Coordinator
- Psychiatric Support
- Education and Training

SNUG COMPLETES *Year One*



SNUG completed a year of operation in Utica in 2023 with impressive numbers and impact. An evidence-based violence reduction initiative, SNUG prioritizes those who are most at risk of being impacted by gun violence. The Division of Criminal and Justice Services (DCJS) administers SNUG in 14 sites across New York State. SNUG responds to shootings to prevent retaliation through mediation of conflicts and disputes, mentors high-risk youth and connects them with job training, education and other opportunities, assists family members of those who have been injured or killed, organizes marches and other events to show the community's stand against violence and engages neighbors through events and projects.

43

participants

26

shooting responses

12

community events

23

participant events

35

community group presentation

CAMPAIGN RECEIVES STATEWIDE *Recognition*

mental health
**EVERYONE
HAS IT.
EVERY DAY**

ICAN was one of seven projects awarded funding from the New York State Office of Mental Health, all with the purpose of decreasing the negative stigma of mental health. Our marketing team created a multi-faceted campaign that included recruiting three Mental Health Ambassadors to share their stories, use their platforms, give advice to managing mental health, and spread the campaign message of "Everyone Has It. Every Day."

Print materials, social media, articles, radio spots and live radio appearances, swag like stickers, buttons and t-shirts, videos and more were created and the ambassadors also took that message on the road and visited schools and youth groups. Hundreds were reached in person and thousands were reached digitally. The campaign was featured in the statewide publication *Behavioral Health News* and will be showcased in a webinar in 2024. Phase two of the campaign will feature the return of our ambassadors and the recruitment of youth to work alongside them.





PARTNERS IN PROVIDING SERVICE AND *Expertise*

Supporting our ICAN staff and the 2,100 individuals and families we serve every day is our incredible IPA network. These are professionals who provide expert service, who are the “boots on the ground” working with families and who are an integral part of the delivery of our Wraparound philosophy.

Over 300 IPA providers are in the homes, communities and lives of families providing an array of services which improve health and wellness. Every child, youth and adult in need of care deserves to have the highest quality services available to them right when they need it the most – together, we make that happen.

Who are the IPA providers? They are social workers, behavioral specialists, teachers, therapists and professionals who have a passion for seeing youth and adults succeed and communities thrive. They are also entrepreneurs, owners of private practices and employers. The IPA is an opportunity to earn additional income by doing essential community work and potentially building independent businesses to enjoy the flexibility and many benefits of self employment. Providers may also be community organizations which provide complimentary and essential services to fill specific needs in client care for us.

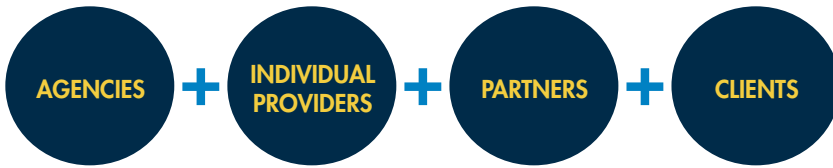


IPA provides:

- Mentoring
- Behavior Management
- Family Peer Support
- Clinical Services
- Crisis Intervention
- Home & Community-Based Services
- and more!

ICAN's IPA directly addresses social care needs in our communities:

- | | |
|-----------------------|----------------------------------|
| Food Assistance | Mental Health |
| Housing & Shelter | Transportation |
| Trauma & Stress | Substance Use |
| Parenting & Childcare | Education, Employment & Finances |
| System Navigation | Clothing & Household Goods |
| & Public Benefits | Social Enrichment |



Who can utilize the IPA?

Agencies, municipalities, private practices, school districts, hospitals, colleges, counseling centers or managed care organizations may utilize contracts with us to ensure their clients can have direct access to ICAN services.

Joining the IPA through ICAN has its benefits:

- Access to an integrated network of quality providers with 25+ years of experience.
- Access to our data to see target metric outcomes
- Decreased time and effort in finding resources to serve community members, ICAN's team will be your point of contact for all referrals
- Streamlined billing/payments to CBOs
- Office drop-in space available to providers in Utica, Herkimer, Rome, Oneida and Amsterdam
- ICAN manages all back-end operations to ensure quality work is being provided

Being a part of the IPA is perfect for those interested in:

- ✓ **Extra Income**
- ✓ **Flexibility**
- ✓ **Personal Growth**
- ✓ **Creating a Better Community**

A new website for our IPA launched in 2023

ICANIPA.com



IPA 2023 IMPACT

61,035
total hours of service provided

50
network agencies

103
providers onboarded

17%
growth in providers

1,218
clients served

71
average number of minutes spent with clients per visit

\$4.7M
in revenue paid to providers

Call today to find out more about how you can become part of our network: 315-792-9039

FURTHERING OUR MISSION THROUGH *Sports*



ELEVATE CNY
SPORTS COMPLEX

Opening in November 2022, Elevate CNY celebrated its first year of operation with great successes. With sports, athletes and mental health in the forefront of national conversations, this extension of ICAN is more important than ever!

Elevate CNY, powered by ICAN, hit the ground running and hosted a wide variety of sports leagues, skill-building camps, clinics, academies, summer and school break rec camps and special events in 2023.

The Vinny Maugeri Court was unveiled in November, opening up the opportunity for additional basketball, volleyball and pickleball programming. The Edwin J. Wadas Foundation supported the construction of the multi-purpose hard court surface along with the batting cages and other sports-related equipment to enhance Elevate’s overall offerings and opportunities.

Along with the new court, the 60,000 square foot facility has two complete turf fields and also includes approximately 23 acres of land with walking trails

for future outdoor programming and opportunities. The indoor space is imperative for Central New York’s four season climate and there is an increased demand for field time for teams and leagues in our area.

ICAN’s acquisition of the building has allowed this community asset to remain operating for youth sports and recreation for all. With ICAN’s expertise as a trusted human services agency focused on mental and behavioral health services, Elevate will also offer additional non-traditional programming for youth at the new facility. ICAN’s Community Education and Training Program is able to integrate “beyond the sports” offerings such as leadership academies and training for coaches and teams, which compliments athletics perfectly.

GREAT PROGRESS ON THE



Museum



Celebrating major milestones in 2023, the museum kept the fun going and readied the building, the brand and the team as it moved closer to announcing an opening date!

The 4,000 square foot rotunda addition was completed in September and the certificate of occupancy was granted the same month. The second floor space was finished as well and fabrication of all galleries is underway.

The museum continued to hold events, create programming and take the fun on the road across the Mohawk Valley. They held school break activities and their annual Mini Golf Classic along with the Worldwide Day of Play which welcomed over 325 visitors to the grounds of the new space. The popular 100 Plates. One Table. fundraiser was held in the new museum space for a one-time-only experience before the exhibits are installed. The Mobile Museum completed 42 visits greeting over 4,200 children and adults.

A highlight of the year, the new brand of the museum was created in a unique, innovative way to shine a light on creative workforce development and brought together local arts professionals and high school students. A collective co-creation of a dynamic logo and identity system was the result. In conjunction, an all-new website was launched.



BE PART OF A CULTURE THAT
CHANGES *Communities*



“Over many years of working many places, ICAN is unmatched in providing an environment of great vision, transparency, fairness, equality, opportunity, and most of all, the highest quality of services to the children and families we serve.”

“I am allowed creative freedom to explore a variety of opportunities to help move the agency forward.”

“From day one, I felt a sense of belonging, that this is where I was supposed to be. The environment from my supervisor to my peers has been so supportive. The encouragement is second to none here at ICAN.”

Our staff has close to doubled in the past five years with our exponential geographic and programmatic growth. Maintaining a close knit and family-first culture is imperative as we expand our team – staff well-being, advancement and professional development are always at the forefront of our strategic plan and our leadership is committed to managing that growth while always instilling the feel of *FAMILY!*



“Working here at ICAN I feel human, heard and understood. Not only when it comes to the work environment but when it comes to my home life as well.”

“A never-ending learning experience, you are continually encouraged to be your best self.”

“It has been great, I feel as though I have grown throughout my time with the company and ICAN has been very open to internal growth as well.”

EVENTS THAT SUPPORT OUR STAFF, OUR AGENCY AND OUR *Community*

ICAN fills our year with signature fundraisers, important community outreach, essential trainings, recognition of cultural celebrations and staff appreciation efforts. WHY are we consistently ranked one of the best places to work in Central New York? It starts from within...



Our annual golf fundraisers – Nicholas D. Laino Tournament and our Par 4 Kids Ladies Tournament – were once again successful, with great weather for both! Our second annual Mohawk Valley Gives campaign increased support over year one and helped close the gap on our Capital Campaign goal.

We plan our advertising and support carefully each year, selecting opportunities grounded in *family* which allow us a chance to spend time together as an ICAN family *and* also engage the children and families we serve so they can also enjoy some great recreation and entertainment. We also support efforts for staff of all levels and programs at ICAN to gain training, network and immerse themselves in the communities we serve.

Our internal efforts are plentiful and impactful – from quarterly all-staff DEIB trainings and collectively raising awareness of mental health and child abuse prevention, to family ice skating at Nexus or an ICAN trip to Water Safari. These efforts strengthen our team professionally and personally, as well as showing deserved appreciation for the excellent work our team does each day.



EXPANDING SERVICES AND OUR FOCUS ON INCREASING IMPACT FOR

Projects and programs that are well in the works, alongside newer initiatives that will advance our mission. For 2024 and beyond, big things are in store!



A Safe Haven for Children and Families in Crisis

Right now, children and families experiencing mental health crises in our region have nowhere to go except to the emergency room. ICAN's Children's Crisis Residence, set to open in 2024, will provide a safe, kid-friendly respite home to help children experiencing mental health crises recover, reunite with their family, and access the support they need to return home. Located at 2619 Genesee Street, the 3,800 square foot home has eight bedrooms for youth to stay in for up to 21 days at a time. During and after their stay, youth and their families will be connected to ICAN's wraparound services, ensuring that they have care needed at home to better respond to and prevent future crises.

A shift to the NYS 1115 Medicaid Waiver will reflect a more integrated and equitable approach to healthcare

The redesign will reflect a broader trend in healthcare towards addressing the root causes of health disparities. The waiver's focus on Social Determinants of Health recognizes that healthcare alone is not enough to improve outcomes - social factors must also be addressed.

Social Care Networks (SCNs) are cooperative regional networks that will provide screening and referral services. They are designed to connect healthcare providers with community-based organizations (CBOs) like ICAN that address the non-medical factors affecting health. These networks facilitate the coordination of services such as housing assistance, food security, transportation and employment support – all essential for improving overall well-being.

OTPRINT CHILDREN AND *Families*



Access to Home-Based Crisis Intervention 24/7

In response to an increase in mental health crises among youth in our community, ICAN will launch the Child & Youth Home Based Crisis Intervention Project in 2024. Through this new initiative, ICAN will deploy highly trained Interventionists – who are available 24/7 – to deescalate and provide intensive crisis intervention to children at home, in school and in the community. Designed for youth ages 5-21, this project will significantly reduce the number of children and youth who experience the trauma of hospitalization or institutionalization. By providing high-quality, evidence-based services that are trauma-informed, youth guided, and culturally responsive, the Crisis Intervention Project will support youth and families in building the skills needed to prevent and intervene in future crises.

Opening of the Utica Children's Museum

The grand opening of the reimagined Utica Children's Museum – located in ICAN's Family Resource Center at 106 Memorial Parkway – is coming up in 2024. As the first children's museum in the nation to meet Universal Design Standards from concept through construction and completion, this 14,000 square foot state-of-the-art facility includes six new galleries which are reflective of the region and 60+ exhibits within – there will truly be something for everyone! We're excited to celebrate the museum's grand opening with the community and hope you'll join us!



GENEROUS SUPPORTERS
OF OUR MISSION
AND OUR *Vision*



WE ARE THANKFUL TO THE MANY BUSINESSES
AND INDIVIDUALS WHO SUPPORTED OUR WORK AND
OUR VISION OF KEEPING FAMILIES TOGETHER THIS YEAR

BUSINESSES AND ORGANIZATIONS

5 AXIS Motorsports
A&P Master Images
AAA Northeast
Abdoo Security & Automation
Added Touch Drapery Shop
Adirondack Bank
Adirondack Central School
Adirondack Financial Services
Advanced Group Financial Services
Al Candido Consulting
All Seasons Textile Services
American Dining Creations
AmeriCU Credit Union
Andrew Woods & Associates
Arc Herkimer
Arlott Office Products
Association of Children’s Museums
AX Enterprize
B.P.O.E. Herkimer Elks Lodge #1439
B.P.O.E. Utica Lodge #33
Bank of Utica
Berkshire Bank
Birch Wealth Management
Black River Systems Company
Bonacci Architects
Bono Brothers LLC
Broadway Theatre League of Utica
Brooks Apartments
Builders Club/Perry Jr. High School
Canal Side Inn
Casale Public Affairs
Catholic Charities Oneida Madison County
Charles A. Gaetano Construction
Cleaning by Kelly
Clifford Fuel Company
Clinton Central School District

Central New York Developmental
Disabilities Service Office
CNY Youth Connections
Community Bank
Compass Financial Wellness
Cooley Group
Crowley-Barnum American Legion Post 25
Cruise Inn By Mike
CSArch
Cuda Counseling LCSW, PLLC
D’Arcangelo & Co., LLP
Daneli Partners
Delmonico’s Italian Steakhouse
Delta Kappa Gamma Nu Chapter
Dick’s Sporting Goods Open
Dr. Theodore Comesano and Dr. Korin
Carville’s Dental Office

East Utica Optimist Club
Empower Business Strategies
Estate Planning Law Center
Eversan
F.J. Basile, CPAs, PC
Fat Cats
New York Federal Credit Union
Association Utica-Rome Chapter
FedEx
First Baptist Church
First Presbyterian Church of Holland Patent
First Source Federal Credit Union
FMS Solutions
Fred F. Collis & Sons
G. Comesano Meat & Cheese
Galaxy Media Partners
Gentlemen’s Corner Barber Shop



Getnick Livingston Atkinson & Priore
 Gilroy Kernan & Gilroy
 GPO Federal Credit Union
 Guardian Life Insurance
 HallKeen Management
 Hage & Hage LLC
 Hancock Estabrook
 Hannaford Supermarket
 Herkimer College
 Herkimer County Commissioner of Jurors
 Herkimer Tool & Equipment Company
 Indium
 Knucklehead's Brew House
 L.B. Security & Investigations, Inc.
 Lafa Mediterranean by Zeina's
 LawnCraft Property Management, LLC
 Little Falls Ace Hardware
 Little Falls Youth & Family Center

New Hartford Teachers Associates
 New Vision Family Services LLC
 Nina's Pizza
 Northeastern Roofing & Construction
 Northland Communications
 Nothing Bundt Cakes
 NYSUT Retiree Council 8
 O.B. Training
 One Genny LLC
 Oneida County Probation
 Oneida Indian Nation
 Oneida Nation Enterprises
 Oneida Youth Inc.
 Office for People with Developmental
 Disabilities
 Pacemaker Steel & Piping Company
 Palermo Pizzeria
 Paradigm Consulting

Sangertown Square
 Seneca Wine & Liquor
 Site-Seeker
 Skinner Sales
 Sotera Investigative Group
 Sovena
 Spirit of Hope Catholic Community
 Steet Ponte Auto Group
 Stephen S. Starr Mechanical Corporation
 Stewart's Shops
 Stone Ridge Residences
 T.R. Joslyn Enterprises, LLC
 Target - New Hartford
 The Celtic Harp
 Federal Credit Union Association
 Utica-Rome Chapter
 The Fountainhead Group
 The Garden Path Club of Utica
 The Goldmine Jewelers
 The Inn at Stone Mill
 The Lake House at Sylvan Beach
 The Mill Family Fitness Center
 The Pines at Utica Center for
 Nursing & Rehabilitation
 Tidal Basin Group
 Total Solutions
 Trainor
 Turning Stone Casino and Resort
 United Methodist Women Clinton United
 Methodist Church
 United Way of the Mohawk Valley
 Upstate Wealth Consulting
 US Navy DIA MARC
 Utica Coffee Roasting Co.
 Utica Comets
 Utica First Insurance Company
 Utica National Insurance Group
 Utica Spray & Chemical
 Utica University
 Utica-Rome Chapter of New York Credit
 Union Association
 Valley View Golf Course
 Vincent A. Enea Funeral Service
 Walmart - New Hartford
 Walmart - North Utica
 Walmart - Rome
 Wednesday Morning Club
 Westmoreland Central School District
 Wolfsped
 Oneida County Workforce Development
 WÜRTH
 WUTR TV
 YBR Casino & Sports Book
 Yetty's Pizza
 YMCA of the Greater Tri-Valley



M & R Heating & Air Conditioning, Inc.
 M&T Bank
 MARCH Associates Architects &
 Planners, PC
 Marcy Excavation Services, LLC
 Mastrovito Hyundai
 McCraith Beverages
 McGrogan Design
 Mohawk Valley Association of Realtors
 Mohawk Valley Community College
 Apprenticeship Program
 Mohawk Valley Health System
 Mohawk Valley Health System
 Hospitalist Group
 Mohawk Valley Landscaping
 Mohawk Valley Sports Charities
 Morgan Stanley - Utica Branch
 motus
 Mountainman Outdoor Supply Company
 Munson
 National Grid - Project C
 NBT Bank

Parkway Drugs
 Performance .420 Coach Stalteri
 PINZ
 PJ Green
 Point Place Casino
 Polish Community Home
 Price Chopper - The Golub Corporation
 Psychic Access
 Quality Manufacturing Company
 Quality Youth Services
 R. A. Wood Associates
 Remington Federal Credit Union
 RES Youth Works
 Retro Fitness
 Revere Youth Services LLC
 Robert E Myles Elementary School
 Rock City Development
 Roemer Wallens Gold & Mineaux LLP
 ROI Office Interiors
 Rome Select Basketball
 Roots Yoga and Fitness
 Rotary Club of New Hartford

FOUNDATIONS AND FUNDS

All in For Vin Memorial Fund
 Baird Foundation, Inc.
 Berkshire Bank Foundation
 Joseph and Inez E. Carbone Foundation
 Charles W. Soule Herkimer PBA
 Estate of Robert G. Pecci
 Gabriel, Joseph and Lila Mandour Karam Fund
 Heath Foundation of Central and Western New York
 John Winter and Kathy Winter Family Fund
 Kristin's Fund/The Palumbo Family
 Marlene Brown and Earl Lewis Endowment Fund
 Mother Cabrini Health Foundation

Robert and Grace Reed Memorial Fund
 Rome Police Dept. Philip S McDonald Police
 Benevolent Association
 Save of the Day Foundation
 The Bank of America Charitable Foundation, Inc.
 The Community Foundation of Herkimer & Oneida Counties
 The Edwin J. Wadas Foundation
 The GE Foundation
 The Indium Corporation & Macartney Family Foundation
 The Shoreline Group Fund
 The TJX Foundation, Inc.
 UpMobility Foundation, Inc.

INDIVIDUALS AND FAMILIES



Anna Allen
 Anne Altongy
 Dan Amado
 Thomas Balch
 Susan Bennett
 Kelly Benoit
 Ross Bernston
 Robert Bojanek
 Chris Bordner-Erdman
 Gina Bossone
 Jessica Bronga
 William Bryant
 John F. Buffa
 Steven Bulger
 Matthew Buono
 Holly Burline
 Deb Burrows
 Jeremy Butler
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 Cormier
 Alfred and Deb Candido
 Brandi and Kim Candido
 Jennifer Candido
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 Kelly Carinci
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 Jackie Carman

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 Victoria Cataldo
 Stacy Chapin
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 Patricia Christensan
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 Katherine Driscoll
 Cathy Dumka
 Shirley Eadline
 Jon Earl
 Erika Eastman
 Peter Edic
 Jeremy Enck
 Jim Engler

Seth Etman
 Dan Falatico
 Rocco Femia
 Cheryl Fletcher
 Connor Flisnik
 Tyler Flisnik
 Josette Fontaine
 Sarah Foster
 Christopher Fox
 Michael Frame
 Angela Gaeta
 William Gaetano
 Janice Gaffney
 Julian Galimo
 Chris Georges
 Nancy Gifford
 Anne Gill-Wood
 Sheila Gilroy
 Sheila Gorton
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 Garin Hurlbut
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 Shauna Hyle
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 Erica Jalonack



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 Ann Kelly
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 Jon-Paul Kidwell
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 Jaime Knout
 Robert Korrie
 Walt Kresa
 George and Pinny Kuckel
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 Jamie Weiler
 Heather Wiedrick
 Bethany Williams
 Chloe Williams
 Mary Williams
 Tim Williams
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 Kathryn Zongrone
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Steven Bulger

Steven Bulger
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